



# MD General Assembly LEGISLATIVE SYNOPSIS

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2024

MARYLAND STATE & DC AFL-CIO



# PRESIDENT

## From **THE PRESIDENT**



The Maryland State and District of Columbia AFL-CIO has more than 700 affiliated local unions, representing 300,000 union members in the public sector, education, trades and construction, entertainment, manufacturing, transportation, health care, retail, hospitality, and other industries. We work for the freedom of every worker to form or join a union, for the right of all people to be free from employment discrimination, to be treated fairly, to earn family sustaining wages with secured retirement, affordable health care, good benefits, and workplace safety.

Our focus includes: investing taxpayer dollars to build and repair our infrastructure and schools with union labor; creating good family-supporting jobs with benefits and job protections; maintaining and building good jobs at home by reindustrializing the Maryland economy and redoubling efforts for worker protections; ensuring fair tax policies, transparency, and accountability in spending public tax dollars; protecting public education and public service workers so that they can continue to provide the highest value and level of support to Marylanders; and ending wage theft through protecting and enforcing current labor laws.

Our weekly Monday Night Labor Lobbyists meetings were in-person while maintaining a virtual zoom option, encouraging every local union to fully participate. The State Federation educated attendees and facilitated discussion on bills and issues impacting workers in Maryland. Individual unions presented legislation keeping the broader labor community informed and involved on issues impacting certain sectors of labor. Most labor legislation has an impact on a cross-section of workers. Labor Lobbyists meetings also created and coordinated strategies for moving bills through committees and identified legislators to target for direct lobbying in favor of labor's position on the bills.

The State Federation also assists affiliates with lobbying their bills by scheduling meetings with House and Senate Leadership and key committee chairs and coordination of supporting testimony. We also participate in and support several legislative coalitions, including: Everybody Votes Maryland, Caring Across Maryland, End Medical Debt, and Fair Funding.

**Donna S. Edwards**  
President





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# Session **STATISTICS**



During the 2024 regular session of the General Assembly legislators introduced a total of 2714 bills and 14 resolutions. The Senate originated 1188 bills and five resolutions, and the House originated 1526 bills and nine resolutions. Of those introduced, 1,053 bills were passed and one joint resolution. The State Federation reviews all bills, assesses their effects on workers and unions, informs affiliates of bills impacting their members, and mobilizes affiliates to lobby on specific bills.

During the 2024 Maryland General Assembly Legislative Session, we tracked 694 bills that could have had an impact on labor unions and workers, including the Operational Budget and the Capital Budget. We submitted testimony and/or testified before legislative committees on over 80 unique bills, not including their cross-filed versions. Our labor coalition passed dozens of bills for our unions and Maryland's workers.

The 444th session of the General Assembly of Maryland convened on January 10, 2024, marking the second year of the four-year 2023–2027 elected term for 47 Senators and 141 Delegates. *Sine Die*, the 90th and final day of session, was on April 8, 2024.

  
**2,714**

**Bills**

Legislators introduced a total of 2714 bills and 14 resolutions.

  
**1,053**

**Bills Passed**

Of the 2714 bill introduced, 1053 passed.

  
**694**

**Tracked**

We tracked 694 bills that impacted labor unions and workers, including the Operating Budget & the Capital Budget.

# RESIGNATIONS AND APPOINTMENTS

Since the 2022 General Election, eight members of the House of Delegates and four members of the Senate have been appointed to their positions rather than being elected by their constituents. Common cause says that 1 in 4 current state lawmakers were originally appointed.

Resignations and appointments listed here include those made after the end of the 2023 Legislative session.

## House of Delegates Resignations

- Darryl Barnes (D), District 25, Prince George's County - Resigned April 15, 2023, to join the lobbying firm Evans, Barnes & Associates as a partner.
- Kumar P. Barve (D), District 15, Montgomery County - Resigned May 1, 2023, to take a position on the Public Service Commission.
- Tony Bridges (D), District 41, Baltimore City - Resigned May 15, 2023, to take a position as the Assistant Secretary for Transportation Equity and Engagement at the Maryland Department of Transportation.
- Nick Charles (D), District 25, Prince George's County - Resigned December 4, 2023, to receive an appointment to the Maryland Senate.

## Senate Resignations

- Melony Griffith (D), District 25, Prince George's County - Resigned October 31, 2023, to take a position as President

& CEO of the Maryland Hospital Association.

## House of Delegates Appointments

- Denise Roberts (D), District 25, Prince George's County - Appointed Jan. 8, 2024. Sworn in Jan. 8, 2024, to replace Nick Charles, who resigned Dec. 4, 2023.
- Malcolm P. Ruff (D), District 41, Baltimore City - Appointed June 22, 2023. Sworn in July 6, 2023, to replace Tony Bridges, who resigned May 15, 2023.
- Ryan S. Spiegel (D), District 17, Montgomery County - Appointed June 15, 2023. Sworn in July 6, 2023, to replace Kumar P. Barve, who resigned May 1, 2023.
- Kent Roberson (D), District 25, Prince George's County - Appointed May 11, 2023. Sworn in May 30, 2023, to replace Darryl Barnes, who resigned April 15, 2023.
- W. Gregory Wims (D), District 39, Montgomery County - Appointed 2023. Sworn in May 2, 2023, to replace Kirill Reznik, who resigned March 21, 2023.

## Senate Appointments

- Nick Charles (D), District 25, Prince George's County - Appointed Nov. 28, 2023. Sworn in Dec. 5, 2023, to replace Melony G. Griffith (D), who resigned Oct. 31, 2023.

# Veto **OVERRIDES**



From Maryland’s Manual, “The power to override a veto rests with the General Assembly... If the Governor vetoes a bill presented after the session, the veto message must be considered immediately at the next regular or special session of the legislature. No veto consideration may be taken when a new general assembly has been elected and sworn in since the passage of the vetoed bill.(Const., Art. II, sec. 17). A three-fifths vote of the elected membership of both chambers is necessary to override a veto.” Following the 2023 Legislative Session, Governor Wes Moore vetoed three pieces of legislation.

- SB 144 - Public Utilities - Energy Efficiency and Conservation Programs - Energy Performance Targets and Low-Income Housing. This bill was vetoed because the Governor had already approved duplicate legislation.
- HB 557 - Carroll County - Public Facilities Bond. This bill was vetoed because the Governor had already approved duplicate legislation.
- SB 217/HB 472 - Transit - Commuter Bus Service - Procurement. The governor vetoed this bill for concerns that it would raise commuter bus procurement costs.

None were put up for veto overrides by the General Assembly in the 2024 session.

# COMMITTEE CHANGES & Updates

## General Assembly & Party Leadership Changes

- Sen. Malcolm Augustine - New President Pro Tempore of the Senate
- Sen. Joanne Benson - New Senate Majority Whip
- Del. Dana Stein - New Speaker Pro Tempore of the House of Delegates
- Del. David Moon - New Majority Leader of the House of Delegates
- Del. Melissa Wells - New Chief Deputy Majority Whip

## Committee & Subcommittee Leadership Changes

- Sen. Pam Beidle - New Chair of Senate Finance Committee
- Sen. Antonio Hayes - New Chair of Senate Executive Nominations Committee
- Sen. Clarence Lam - New Vice Chair of Senate Executive Nominations Committee
- Sen. Shelly Hettleman - New Chair of Senate Rules Committee
- Sen. C. Anthony Muse - New Vice Chair of Senate Rules Committee
- Del. Marc Korman - New Chair of House Environment & Transportation Committee
- Del. Regina Boyce - New Vice Chair of House Environment & Transportation Committee
- Del. Sandy Bartlett - New Vice Chair of the House Judiciary Committee

- Del. Mark Chang - New House Chair of the Spending Affordability Committee
- Del. Jared Solomon - New Chair of the House Appropriations Personnel Subcommittee
- Del. Jazz Lewis - New Chair of the House Appropriations Public Safety & Administration Subcommittee
- Del. Courtney Watson - New Chair of the House Appropriations Transportation & the Environment Subcommittee
- Del. Kevin Harris - New Vice Chair of the House Appropriations Education & Economic Development Subcommittee
- Del. Mark Edelson - New Vice Chair of the House Appropriations Transportation & the Environment Subcommittee
- Del. Jessica Feldmark - Chair of the Ways and Means Committee's Revenues Subcommittee.

## New Committee Assignments

- Sen. Alonzo Washington, assigned to Senate Finance Committee
- Del. Denise Roberts, assigned to the House Ways and Means Committee
- Del. Kent Roberson, assigned to the House Ways and Means Committee
- Del. W. Gregory Wims, assigned to the House Ways and Means Committee
- Del. Malcolm Ruff, assigned to House Appropriations Committee
- Del. Ryan Spiegel, assigned to House Appropriations Committee

# BUDGET

## BUDGET

### Overview

The 2024 General Assembly legislative session was the second to use the new budget process approved by voters in 2020, allowing the General Assembly to increase or decrease budget items so long as the budget remains balanced. The House of Delegates and the Senate alternate responsibility each year for moving the budget bill first. In 2024, the Senate was responsible for moving the budget.

Before the 2024 General Assembly session, the Bureau of Revenue Estimates had issued multiple reports forecasting lower state revenues than anticipated in the FY 2024 budget. Discussions on the state's projected structural deficit were also a concern at meetings of the Joint Spending Affordability Committee, which found that the deficit could reach \$2 billion per year by FY 2029. Deficit growth is partially driven by mandated increases to state education spending as part of the Blueprint for Maryland's Future.

### The Governor introduced his proposed \$63.1 billion FY2025 budget on January 17, which included:

- A balanced budget with no new tax raises on Marylanders.
- A 1.6% decrease in spending from the FY 2024 budget.
- Decreased the Rainy Day Fund balance to 9.4%, taking \$246 million out.
- A decrease of \$22 million to community colleges under the Senator John A. Cade Funding Formula.
- An increase of \$150 million for the Washington Metropolitan Area Transit Authority.
- An increase of \$560 million for State employee wages and benefits.

### Governor Moore Proposed FY25 Budget



# 1.6%

## Decrease

in spending from the FY 2024 Budget



# \$150m

## Increase

for the Washington Metropolitan Area Transit Authority



# \$560m

## Increase

for state employee wages & benefits

**T**he Senate Budget & Taxation Committee approved its budget on March 11, followed by approval of the whole Senate on March 14.

Few major changes in approach were made from the Governor's proposal, but updates were made to respond to an additional \$250 million in revenue write-downs. The House Appropriations reviewed the Senate's budget and unveiled its response on March 18.

The House approved the budget on March 20 with substantial amendments, raising an additional \$1.3 billion in State revenue through taxes, fee increases, and legalizing internet gaming. The Senate announced publicly no tax increases and a conference committee was appointed to negotiate between the two chambers. Governor Moore issued an executive order authorizing the General Assembly to extend its business beyond Sine Die if a budget had not been passed in time, but largely refrained from public comments on the budget negotiations.

On April 3, the Wednesday before Sine Die, Senate Budget & Taxation Committee Chair Guzzone and House Appropriations Chair Barnes announced that a compromise agreement had been reached. The House's ambitious proposals for worldwide combined reporting for corporate income taxes (labor-supported) and I-Gaming (labor-opposed) were rejected, but the Senate agreed to revenue raises through transportation fees.

The compromise budget was passed by both chambers and on the Governor's desk by April 5.

## **The final budget included:**

- Raising \$257 million in new transportation funds, by raising vehicle registration costs, creating a ride-share impact fee per passenger trip, increasing speeding tickets in work zones, creating additional registration fees for zero-emission vehicles, and more.
- Pre-funding the Blueprint FY 2027 shortfall by raising taxes on tobacco products, cigarettes, and vapes.
- Restoring \$28 million proposed to be cut from the Consolidated Transportation Program for MTA commuter bus service.
- Allocating \$16,893,413 for targeted poverty reduction programs through the ENOUGH Act.
- Restoring \$10 million that the Governor proposed cutting to community colleges
- Allocating \$2.5 million for Apprenticeships in State Government in a dedicated purpose account.
- Adding \$1 million for Dwyer Workforce Development for healthcare workforce training.
- Adding \$739,169 and 10 new positions to MDOT's Zero Emission Bus Maintenance Mechanic Apprenticeship Program.
- Adding \$500,000 to the Office of the Public Defender for increasing salaries.
- Adding \$500,000 to the Baltimore Symphony Orchestra for its Music for Maryland Tour.

- Allocating \$500,000 in general funds to reimburse registered apprenticeship sponsors for costs paid by the sponsor for related instruction at Maryland community colleges.
- Adding \$388,689 for salaries and benefits for five new cybersecurity apprenticeship support technician positions at the Office of Transportation Technology Services in MDOT.
- Allocating \$250,000 to the Governor’s Workforce Development Board & Department of Labor for a study on school bus driver wages.
- Allocating \$150,000 in general funds to Humanim, a workforce training firm.
- Allocating \$150,000 to the Governor’s Workforce Development Board & Department of Labor for a study on “skills-based hiring” if SB 910 is enacted.
- Restricting \$100,000 from the Department of Public Safety & Correctional Services until it submits a report on apprenticeship programs as a path to alleviate its labor shortage.
- Allocating \$103,000 and one position to the Office of Health Care Quality’s Regulatory Services to hire an additional health facility surveyor nurse to conduct field inspections of licensed nursing homes after they change ownership.
- Adding \$75,000 in funds for Lincoln Technical Institute to support regional technical career fairs for high school students through the Department of Labor.

- Adding \$25,000 for the Schaefer Center for Public Policy to staff the Apprenticeship 2030 Commission.

The final approved Budget Reconciliation and Financing Act (BRFA), used by the General Assembly to amend existing laws to meet the needs of the budget, included: Restoring money cut by the Governor’s BRFA for highway user revenue (HUR) local allocations.

- Amends the State Personnel and Pension article to change the requirement that the Governor add a supplemental contribution of \$75 million to \$50 million for FY 2025 and subsequent years until the plans have a funding ratio of 85%.
- Changing the requirement that the MTA only purchase zero-emission vehicles to require that at least 25% of new vehicle purchases are zero emissions.
- Authorizing the Governor to transfer \$90 million out of the Strategic Energy Investment Fund.
- Re-chartered the Transportation Revenue and Infrastructure Needs Commission, creating a new division between the commission and an expanded advisory committee.

# SUMMARY

## Summary of the 2024 Session

### LABOR WINS IN MARYLAND

The Maryland State and DC AFL-CIO looks at each bill through the lens of labor standards. Bills granting tax credits to create jobs must include requirements that an employer pay wages 150% over state minimum wage, paid leave, retirement benefits, employer affordable health care, fair scheduling and unemployment, and workers' compensation. Legislation on infrastructure must also meet all labor standards, including prevailing wage, career advancement and/or apprenticeship training and labor peace agreements. Task Forces and Work Groups need to provide for a labor seat appointed by the State Fed for workers who are impacted by the task force's work. Overall, any legislation that garners labor's support must advance workers.

That said, Maryland's labor movement secured several wins during the 2024 legislative session. Our efforts led to significant victories that will fortify Maryland's labor unions and enhance working conditions for Maryland's workers.

#### **Expansion of Collective Bargaining Rights**

In 2024, thousands of Maryland workers gained the right to a voice on their job. Public library workers state-wide won their right to collective bargaining, ending the piecemeal granting of their rights.

Additionally, state supervisors, higher education supervisors, and employees of the Montgomery County's Office of the State's Attorney now have the right to form a union and negotiate collective bargaining agreements. This expansion is a monumental step in growing our labor movement's membership and influence.

#### **Apprenticeships and Training**

Apprenticeships and workforce development bills were a major focus this year. The legislature is calling for at least 60,000 registered apprentices by the year 2030 and labor was acutely involved in pre-session discussions on how to create high road apprenticeship opportunities. Unfortunately, bills addressing the goal that would best benefit Maryland's workers underwent sea change while in session. We had to seek amendments or oppose harmful provisions in bills that harm labor's role in shaping apprenticeship programs. What emerged from the session was nothing like labor initially envisioned and assured us that we must remain vigilant against initiatives that might undermine the integrity and value of apprenticeships and labor's role in shaping the next generation of workers and unionists.

## **Clean Energy**

Maryland will lead an innovative geothermal pilot program that protects existing utility workers while creating new job opportunities in the pipe trades. If successful, this program could serve as a model for expanding union jobs. The Brighter Tomorrow Act was passed, requiring prevailing wages for solar projects over 1 MW. Additionally, a major consumer protection bill was enacted, mandating licenses and regulations for retail energy salespeople.

## **Workplace Fraud and Misclassification Reforms**

Maryland made substantial improvements to its workplace fraud statutes, particularly in construction and landscaping. The new legislation increases civil penalties for employers who knowingly misclassify workers and mandates referrals of these cases to multiple authorities, including the Comptroller and the U.S. Department of Labor.

The budget also funded an additional nine wage and hour inspectors in the DOL's Division of Labor and Industry to help identify and enforce violations of the new fraud statutes. Additionally, a separate bill will ban individuals convicted of criminal malfeasance, misfeasance, or nonfeasance from acting as contractors, subcontractors, and brokers for five years.

## **Enhanced Wage Transparency and Pay Stub Requirements**

Employers must now provide detailed pay stubs, including hours worked, rates of

pay, bonuses or commissions, deductions, and contact information. This measure will help uncover and combat workplace fraud. Furthermore, employers are required to publicly disclose wage and benefit ranges on job postings, preventing retaliatory actions against employees who discuss salaries, promoting salary transparency, and helping to close the gender wage gap.

## **Safety and Health Protections**

The Maryland Occupational Safety & Health division has updated its financial penalties to match federal levels, indexing them to inflation. This change will enhance workplace safety and hold businesses accountable.

## **Support for Federal Workers During Shutdowns**

The Secretary of Labor now has the authority to exempt federal workers from active work search requirements in the Maryland unemployment insurance system during government shutdowns. Additionally, the state expanded its Catastrophic Event Account and Federal Government Shutdown Employee Assistance Loan Fund to support non-civilian employees.

## **Healthcare Sector Improvements**

Several bills were passed to improve wages and working conditions for direct care workers. Maryland's Medicaid system will now only reimburse residential service agencies for direct care work performed by employees, addressing the issue of rampant

misclassification. These agencies must also submit wage reports, which the Department of Health will review when setting Medicaid reimbursement rates. A new caregiver tax credit of up to \$2,500 was established to cover qualified expenses.

Additionally, new non-compete agreements for direct-care workers (and for veterinarians and vet technicians) earning less than \$350,000 per year are prohibited. The same bill also mandates a study on the impact of private equity on Maryland's healthcare market.

## **Transportation Sector Gains**

Labor secured expanded emergency funding for the Washington Metropolitan Area Transportation Authority and initiated a study on the future of MobilityLink paratransit services.

Roadway workers now benefit from new protections that increase penalties for speeding in work zones.

## **Data Center Industry Support**

New legislation provides regulatory certainty to Maryland's growing data center industry, ensuring these major sources of quality union jobs can thrive and contribute to economic development in less populated areas.

## **Representation on Boards and Task Forces**

Labor achieved representation on multiple boards and task forces, including the State Board of Boiler Rules, the Workgroup on the Assessment and Funding of School Facilities,

and Operating Authority Task Force and Baltimore Regional Water Task Force. UNITE HERE Local 7 and AFSCME MD also secured seats on the Baltimore Convention and Tourism Redevelopment.

## **Defeating Harmful Legislation**

Working with affiliates, we defeated proposals threatening union jobs, such as the legalization of internet gaming and changes to state employees' optional supplemental retirement plans. We remain vigilant against future threats and continue to advocate for workers' rights.

## **Challenges and Future Efforts**

While we achieved many victories, some harmful legislation did pass, including a bill requiring a study on increasing apprentice-to-journeyman ratios. We continue to oppose expanding ratios and will work to limit negative impacts.

Additionally, we remain committed to protecting workers from predatory lending practices.

The 2024 General Assembly session demonstrated that a united labor movement can achieve significant progress. Together, we will continue to strive for better working conditions and stronger unions in Maryland.

Legislative Review by

# SUBJECT



# BARGAINING

Collective

## BARGAINING

Tens of thousands of Maryland's state, county, municipal, special district, higher education, and quasi-public employees do not have the right to form a union to bargain collectively in Maryland. In addition, thousands of private workers are threatened, harassed, and fired for trying to organize unions. The State Fed worked with our unions to support legislative efforts to expand collective bargaining rights and protections. Resolution 17: In Support of Collective Bargaining Rights for All Public Workers in Maryland was passed unanimously at the 2019 Maryland State & DC AFL-CIO Convention. We also unanimously passed Resolution 3: Higher Education and Growing the House of Labor in 2022. The Maryland State & DC AFL-CIO worked with AFSCME Maryland Council 3, AFT Maryland, IAMAW, MCGEO (UFCW Local 1994), SEIU Local 500, and UAW to host a joint press conference in support of labor's collective bargaining bills this year. Over two dozen legislators joined us and pledged their support for each of the bills.

Labor was successful in passing multiple collective bargaining bills that will grant union rights to thousands of workers, but unfortunately binding arbitration and expanding collective bargaining for the faculty, part-time faculty, and graduate assistants at USM failed to advance.

### Passed the General Assembly

✓ **HB 260 / SB 192 - State Personnel - Collective Bargaining - Supervisory Employees**

"Providing collective bargaining rights to certain supervisory State employees; and requiring that certain supervisory State employees have separate bargaining units."

✓ **HB 609 / SB 591 - Education - Public Libraries - Collective Bargaining (Library Workers Empowerment Act)**

"Authorizing employees of public libraries to form, join, and participate in an employee organization and engage in certain other activities related to collective bargaining; requiring employers and certified exclusive representatives to engage in good faith bargaining; establishing a collective bargaining process for employees of public libraries; prohibiting employers and employee organizations from engaging in certain actions regarding the exercise of an employee's rights under the Act; etc."

✓ **HB 785 / SB 738 - Freedom to Read Act**

"Establishing a State policy that local school systems operate their school library media programs consistent with certain standards; requiring each local school system to develop a policy and procedures to review objections to materials in a school library media program; prohibiting a county board of education from dismissing, demoting, suspending, disciplining, reassigning, transferring, or otherwise retaliating against

certain school library media program personnel for performing their job duties consistent with certain standards; etc.”

✓ **HB 1402 - Montgomery County – State’s Attorney’s Office Personnel – Application of County Personnel Laws and Collective Bargaining MC 12–24**

“Establishing the right of certain employees of the Office of the State’s Attorney in Montgomery County to organize and collectively bargain in accordance with certain personnel law governing county employees; establishing that employees of the Office of the State’s Attorney are subject to the county merit system law and personnel regulations; establishing certain requirements related to collective bargaining for employees of the Office; etc.”

## Failed to Pass the General Assembly

✗ **HB 493 / SB 823 - State Personnel - Collective Bargaining - Faculty, Part-Time Faculty, Post Doctoral Associates, and Graduate Assistants**

“Providing collective bargaining rights to certain faculty, part-time faculty, post-doctoral associates, and graduate

assistants at certain State institutions of higher education; establishing separate collective bargaining units for the faculty, part-time faculty, post-doctoral associates, and graduate assistants; and altering the application of certain collective bargaining laws to supervisory, managerial, and confidential employees of a State institution of higher education.”

✗ **HB 114 / SB 188 - Arbitration Reform for State Employees Act of 2024**

“Altering the collective bargaining process for State employees, including by requiring the selection of a neutral arbitrator to oversee all aspects of collective bargaining, establishing a process of arbitration in the event of impasse, and providing that certain decisions of a neutral arbitrator are advisory; requiring that each budget bill contain the appropriations necessary to implement all terms and conditions of employment in certain memoranda of understanding for the next ensuing fiscal year; etc.”



# APPRENTICESHIPS

## Apprenticeships & **TRAINING**

**As predicted at the State Federation's pre-session Legislative Conference, apprenticeships and workforce development bills were a major source of legislative interest this year.**

The Maryland State and DC AFL-CIO, Baltimore DC Building Trades, AFT-MD, and AFSCME MD hold seats on the Apprenticeship 2030 Commission which convened in the interim and discussed recommendations to the state on how to reach its ambitious targets set of at least 60,000 registered apprentices by 2030. Unfortunately, discussions largely focused on the role of promoting for-profit apprenticeship intermediaries, promoting apprentices in state government, changing apprenticeship ratios, and lowering costs of taking on apprentices for business. We are dedicated to preserving and expanding high quality registered apprenticeship programs that protect the interests of workers, and are concerned at the rise of worker training programs that call themselves apprenticeships but do not lead to high skilled, high quality career opportunities, provide real paid on the job learning and mentorship, or allow for worker input and feedback into their programs.

HB 650 / SB 511, as introduced, proposed changing the apprentice to journeyman ratio to 3 to 1 for more than 25 different occupations. It also created "nontraditional" as a new type of apprenticeship category, but did not define what this category of occupations would include other than the occupations listed in the bill. It further stated that the nontraditional occupations and all future registered apprenticeship programs would have 3 to 1 apprenticeship ratios. With our strong lobbying the bill was modified to require the Maryland Department of Labor to conduct a report on expanding apprenticeship ratios, but the labor movement must stand firm in its opposition to watering down apprenticeship ratios. Apprentices deserve real on the job training and mentorship, not rebranded corporate job training where supervisors oversee over a dozen or more workers. Apprenticeships are not lecture halls! Maryland's labor movement should prepare for more bills like this in the future and study the Biden Department of Labor proposals to create national apprenticeship occupational standards.

On multiple proposals this session, including HB 597 / SB 470 and HB 1044, labor had to seek amendments or fight off bad amendments that would have limited labor's important role in

bargaining over the future of apprenticeship programs that impact workers we represent. Labor also had to prevent language that would have attempted to codify in references to outside group sponsors of apprenticeship programs, as proposed in the Apprenticeship 2030 Commission report.

## Passed the General Assembly

### ✓ **HB 650 / SB 511 - Maryland Department of Labor - Report on Apprenticeship Mentoring Ratios**

“Requiring the Maryland Department of Labor to submit a report to the General Assembly that analyzes the apprenticeship mentoring ratio for all nontraditional apprentice-able occupations in the State; and requiring the Department to submit the report to the General Assembly by October 1, 2024, with recommendations for strategies to streamline the expansion of apprenticeship ratios for all newly registered nontraditional apprenticeship occupations for purposes of meeting the goals of the Apprenticeship 2030 Commission.”

### ✓ **HB 597 / SB 470 - Growing Apprenticeships and the Public Safety Workforce (GAPS) Act**

“Altering the Law Enforcement Cadet Apprenticeship Program in the Maryland Department of Labor to be the Public Safety Apprenticeship Program; expanding the purpose and scope of the Program to promote careers with certain public safety agencies; altering the eligibility criteria and the types of grants to be awarded under the Program; requiring the Maryland Police Training and Standards Commission to develop certain mental health wellness policies to be implemented in certain law enforcement agencies and correctional facilities; etc.”

### ✓ **HB 837 / SB 33 - More Opportunities for Career-Focused Students Act of 2024**

“Requiring certain county boards of education to consider the pursuit of certain certificates, certifications, or apprenticeships as the equivalent of pursuing postsecondary education and provide a method for a student or a student’s parent or guardian to authorize the release of the student’s personal information to certain apprenticeship sponsors and employers; requiring each public high school to inform students of certain employment and skills training opportunities in a certain manner; etc.”

### ✓ **HB 1044 - State Agency Workforce Policy for the 21st Century Act**

“Repealing the requirement that an appointing authority send a copy of the selection plan and job announcement to the Secretary of Budget and Management at least 1 week before posting a job announcement; and repealing the requirement that the appointing authority wait until after the close of a position announcement to review qualified applicants.”

### ✓ **HB 1128 - Labor and Employment - Workforce Development - Talent Innovation Program and Fund**

Establishing the Talent Innovation Program in the Maryland Department of Labor to increase access to high-quality job training by using innovative and sustainable talent financing mechanisms to help meet skill needs in the State’s prominent and emerging industry sectors; and requiring the Department, beginning on January 1, 2025 and each January 1 thereafter, to report to the Governor, the President of the Senate and Speaker of the House on Program activities and use of the Fund.

## Failed to Pass the General Assembly

### ✘ **HB 11 / SB 91 - Workforce Development and Adult Learning – Leasing Training Program – Establishment**

“Establishing the Leasing Training Program in the Maryland Department of Labor to train, prepare, and connect job seekers with careers in the residential rental housing industry; requiring the Division of Workforce Development and Adult Learning to administer the Program and award \$250,000 annually in grants to eligible designated partnerships; requiring the Governor to include \$250,000 in the annual budget bill for each of fiscal years 2026, 2027, and 2028 for the program; requiring a certain report by January 1 each year; etc.”

### ✘ **HB 116 / SB 84 - Teacher Degree Apprenticeship**

“Establishing the Teacher Apprenticeship Startup Grant Program in the Maryland Department of Labor to provide high school and college students and career changers opportunities to begin a career in education; requiring a sponsor participating in a teacher apprenticeship program to establish of an apprenticeship that develops certain career paths and to pay apprentices certain compensation; authorizing the Department to award up to \$225,000 to a sponsor to develop and launch a teacher apprenticeship program; etc.”

### ✘ **HB 536 - Correctional Services Apprenticeship Start-Up Grant Program – Establishment**

“Establishing the Correctional Services Apprenticeship Start-Up Grant Program in the Maryland Department of Labor to provide high school students and individuals interested

in changing careers opportunities to begin a career within correctional services, to develop a cohort of individuals qualified to work in correctional services, and to encourage correctional facilities to hire interns; establishing requirements for sponsors, employers, and apprentices participating in a correctional services apprenticeship program; etc.”

### ✘ **HB 642 / SB 1185 - Apprenticeships in Licensed Occupations Act of 2024**

“Requiring professional and occupational regulatory boards to issue licenses, certifications, and registrations to individuals who complete an apprenticeship program that is established under the Maryland Apprenticeships in Licensed Occupations Act, pass a certain examination, and pay a certain fee; authorizing the Maryland Department of Labor to develop a standard apprenticeship program for a licensed occupation or profession; and establishing a workgroup to establish group-sponsored apprenticeships in certain professions.”

### ✘ **HB 1276 / SB 1138 - Public Works Contracts – Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act)**

Altering certain apprenticeship requirements relating to public works contracts to require certain contractors and subcontractors to employ a certain number of qualified apprentices or journeymen necessary to meet a certain applicable percentage for the project; altering the dollar value for certain projects for the purpose of applying certain apprenticeship requirements to the project; repealing certain provisions of law that allowed contractors and subcontractors to make certain payments in lieu of employing certain apprentices; etc.”

# CLEAN ENERGY

## Environment & CLEAN ENERGY

The growing clean energy sector, driven by the demands of its investors, in many cases does not provide the high-quality union jobs that exist in traditional energy and manufacturing industries. Strong job and training quality standards are needed in the clean and renewable energy sector, including prevailing wage, state-negotiated, approved apprenticeship job training requirements, project labor agreements, and labor peace agreements. Resolution 10: Climate Change and Jobs was passed unanimously at our 2022 convention, committing us to the fight for climate jobs to be good union jobs. The State Fed condoned good jobs language in the Clean Energy Jobs Act of 2019.

The WARMTH Act took many of the pro-labor, pro-union, worker protection approaches from 2023's POWER Act that promoted Maryland's potential future wind industry and applied to the state's potential future geothermal industry. The Brighter Tomorrow Act applied prevailing wage standards to future solar energy developments over 1MW participating in the incentive program.

We also worked closely with the Administration and unions to promote the Governor's bill that exempted critical infrastructure, like hospitals and data centers, from going through the lengthy CPCN process. This process had prevented data centers, a major source of high-quality union jobs and economic development, from using reliable forms of backup energy generation.

### Passed the General Assembly

- ✓ **HB 397 / SB 570 - Public Utilities – Thermal Energy Network Systems – Authorization and Establishment (Working for Accessible Renewable Maryland Thermal Heat (WARMTH) Act)**

“Requiring gas companies serving at least 75,000 customers in their distribution territories and authorizing gas companies serving fewer than 75,000 customers to develop a plan for a pilot thermal energy network system or systems on or before October 1, 2024; requiring certain gas companies to submit a certain proposal or proposals to the Public Service Commission for approval on or before July 1, 2025; authorizing certain entities or a community organization to submit neighborhoods for consideration as part of a pilot system; etc.”

- ✓ **HB 579 / SB 474 - Certificate of Public Convenience and Necessity and Related Approvals - Definition of Generating Station (Critical Infrastructure Streamlining Act of 2024)**

“Altering and establishing the definition of “generating station” for the purpose of exempting the construction of certain generating facilities used to produce electricity for the purpose of onsite emergency backup and certain test and maintenance operations from the requirement to obtain a certificate of public convenience and necessity or certain other related approvals under certain circumstances.

✓ **SB 783 - Public Utilities - Solar Energy Systems and Programs, Maryland Strategic Energy Investment Fund, and Prevailing Wage (Brighter Tomorrow Act)**

“Requiring that certain home improvement contracts for the installation of a solar energy generating system on the roof of a building include the installation of a certain wildlife barrier under certain circumstances; altering the maximum generating capacity authorized for certain net metered generating facilities; authorizing an eligible customer-generator participating in certain meter aggregation to receive excess generation from more than one generating system; altering the expiration date of renewable energy credits; etc.”

✓ **HB 1509 / SB 1174 - Baltimore Regional Water Governance Model Workgroup - Established**

“Establishing the Baltimore Regional Water Governance Model Workgroup to study the regional water governance approach in the Baltimore region; requiring the Governor to include an appropriation of \$500,000 in the annual budget bill for the Workgroup; and requiring the Workgroup to report, on or before June 30, 2027, its findings to the Mayor of Baltimore City, the County Executive of Baltimore County, the Governor, and the General Assembly.”

✓ **HB 1296 / SB 1161 - Electricity - Offshore Wind Projects - Alterations**

“Requiring the Public Service Commission on June 1, 2024, to open a revised Round 2 proceeding to evaluate certain offshore wind projects; authorizing certain offshore wind projects to submit certain revised plans for project schedules, sizes, or pricing, including offshore wind renewable energy credit pricing, and, under certain circumstances,

to seek approval from the Commission to increase the maximum amount of offshore wind renewable energy credits sold under a certain order, subject to certain limitations; etc.”

✓ **HB 1 / SB 325 - Maryland Paint Stewardship**

“Requiring producers of architectural paint or a representative organization to submit a plan for the establishment of a Paint Stewardship Program to the Department of the Environment by July 1, 2025, and in accordance with certain requirements; requiring the Department to review and approve certain plans, including a certain assessment; prohibiting the sale of certain architectural paint beginning January 1, 2026 unless an approved Paint Stewardship Program has been implemented by certain producers; etc.”

✓ **HB 130 / SB 258 - Department of General Services - State Buildings and Facilities - Energy Conservation and Greenhouse Gas Emissions Reductions**

“Altering the State’s goals for reducing energy consumption in State buildings; requiring the Maryland Green Building Council to update the High Performance Green Building Program to ensure that the Program aligns with certain greenhouse gas emissions reduction goals; requiring the Department of General Services to identify State-owned facilities that are potential candidates for energy performance contracts; etc.”

✓ **HB 216 / SB 206 - Condominiums - Common Elements - Clean Energy Equipment**

“Authorizing the board of directors of a condominium to grant certain interests affecting the common elements of the

condominium for the installation and use of leased clean energy equipment.”

✓ **HB 1393 - Electric System Planning - Scope and Funding**

“Altering the scope of certain policy goals with regard to energy systems; requiring the Public Service Commission to report on certain projects relating to certain goals; altering the scope of certain funds that may be used for certain projects; requiring the Commission to adopt regulations to require investment in certain demand-side reliability and efficiency improvement methods; requiring that certain regulations adopted and orders issued by the Commission be developed in a certain manner; etc.”

✓ **SB 135 - Workgroup to Study Funding for the Westernport Wastewater Treatment Facility - Establishment**

“Establishing the Workgroup to Study Funding for the Westernport Wastewater Treatment Facility; and requiring the Workgroup to report, on or before December 1, 2024, its findings and recommendations to the Governor and the General Assembly.”

✓ **HB 159 / SB 465 - Common Ownership Communities - Electric Vehicle Recharging Equipment (Electric Vehicle Recharging Equipment Act of 2024)**

Altering certain requirements for procedures relating to electric vehicle recharging equipment; establishing requirements and procedures relating to an application to the governing body of a cooperative housing corporation to install or use electric vehicle recharging equipment; and requiring the Department of Housing and Community Development to publish information on its common ownership community website regarding requirements, contractor

information, certain points of contact, and resources on dispute resolutions.

## **Failed to Pass the General Assembly**

✗ **HB 820 / SB 805 - Nuclear Energy Development Task Force**

“Establishing the Nuclear Energy Development Task Force to study and make recommendations on the deployment of nuclear power generation resources and other related technologies in the State and the establishment of a permanent nuclear energy commission in the State; and requiring the Task Force to report by December 30, 2025, on its findings and recommendations to the Governor and the General Assembly.”

✗ **HB 554 - Public Utilities - Investor-Owned Utilities - Prevailing Wage**

“Applying certain prevailing wage requirements for contractors and subcontractors working on certain projects involving, and traffic control activities related to, any gas or electric infrastructure of an investor-owned gas company, electric company, or combination gas and electric company to any gas or electric infrastructure project of the company.”

✗ **HB 24 / SB 96 - Department of the Environment - Environmental Justice Evaluation of Environmental Permit Applications**

“Requiring the Department of the Environment to perform a certain environmental justice evaluation of certain environmental permit applications under certain circumstances; authorizing the Department to take certain actions on certain environmental permit applications based on certain findings to address environmental

concerns; requiring the Department to maintain a publicly accessible website, part of a website, or application that identifies pending permit applications with specific census tracts; etc.”

✘ **HB 91 - Fossil Fuel-Powered Lawn and Garden Care Equipment - State Purchase, Use, and Contracts - Prohibition**

“Prohibiting the State from purchasing fossil fuel-powered lawn and garden care equipment beginning January 1, 2025, under certain circumstances; prohibiting the State from entering into or renewing a contract under which the contractor, or a subcontractor employed by the contractor, uses fossil fuel-powered lawn and garden care equipment beginning January 1, 2025, under certain circumstances; and prohibiting the State from using any fossil fuel-powered lawn and garden care equipment beginning January 1, 2030.”

✘ **HB 210 - Maryland Building Performance Standards – Fossil Fuel Use and Electric-Ready Standards**

“Requiring the Maryland Department of Labor to adopt, on or before January 1, 2025, and as part of the Maryland Building Performance Standards, a requirement that new buildings meet all energy demands of the building without the use of fossil fuels and an electric-ready standard for certain buildings.”

✘ **HB 361 / SB 640 - Property Tax Exemption for Community Solar Energy Generating Systems - Limitation on Generating Capacity - Alteration**

“Increasing, from 2 megawatts to 5 megawatts, the limitation on the generating capacity for certain community solar energy generating systems that are exempt from personal property taxes.”

✘ **HB 516 - Climate Crisis and Environmental Justice Act of 2024**

“Establishing the Climate Crisis Initiative in the Department of the Environment to provide for the assessment of greenhouse gas pollution fees, the provision of certain benefits to households and employers, and the funding of certain climate-related activities; providing for the collection and use of certain greenhouse gas pollution fees; establishing the Household and Employer Benefit Fund and the Climate Crisis Infrastructure Fund as special, nonlapsing funds; etc.”

✘ **HB 682 / SB 696 - Energy Generation Projects - Labor and Minority Business Enterprise Requirements**

“Requiring the developer of a covered project, on the approval of a certificate of public convenience and necessity for the construction of a certain generating station or qualified generator lead line or approval for the construction of a certain generating station, to meet certain labor standards and reporting requirements; establishing certain labor standards and certain certification, reporting, and record-keeping requirements related to the construction of a covered project; etc.”

✘ **HB 731 / SB 548 - Natural Gas - Strategic Infrastructure Development and Enhancement (Ratepayer Protection Act)**

“Altering the required contents of a certain plan that a gas company may file with the Public Service Commission for proposed eligible infrastructure replacement projects to include certain descriptions, demonstrations, analyses, and notifications; and altering the required findings of the Commission in

considering whether to approve a certain infrastructure replacement plan.”

✘ **HB 155 / SB 384 - Maryland Energy Administration - Carbon Capture Opportunity Program - Establishment**

“Establishing the Carbon Capture Opportunity Program in the Maryland Energy Administration to assist nonprofit and for-profit businesses in the State engaged in carbon capture projects or carbon capture research; and requiring the Administration to use existing resources to administer the Program, establish application procedures, provide technical assistance to participating businesses, assist participants in applying for federal and private grant funding, and publicize the availability of the Program.”

✘ **HB 166 / SB 146 - Renewable Energy Portfolio Standard - Eligible Sources - Alterations (Reclaim Renewable Energy Act of 2024)**

“Altering the definition of “Tier 1 renewable source” for purposes of excluding energy derived from waste and refuse from being eligible for inclusion in the renewable energy portfolio standard; and applying the Act to all renewable energy portfolio standard compliance years starting on or after January 1, 2024.”

✘ **HB 101 - State Highway Projects - Removal, Relocation, and Adjustment of Utility Facilities - Notification, Work Plans, and Compliance**

“Requiring the State Highway Administration to provide certain notices to the owner or operator of a utility facility for the removal, relocation, or adjustment of the

utility facility for a State highway project; requiring the owner or operator of the utility facility to provide certain information to the Administration; requiring the owner or operator of a utility facility to pay for certain costs and damages under certain circumstances; prohibiting a certain utility from recovering through rates certain costs; etc.”



“Business investing in Maryland’s Critical Infrastructure need predictability. Labor needs high road sustainable jobs. HR 579 does both. We’re excited because this is being built on the site where the Alcoa plant used to be. Those were 600 union jobs. And all the jobs that were surrounding it. So we can finally build back a community that lost its infrastructure. Over the 15 years this is going to be 48,000 good construction jobs.”

–Donna S. Edwards  
HB 579 Testimony

# EDUCATION

## EDUCATION

The Maryland State and DC AFL-CIO proudly has affiliates that work in all parts of the educational system, the teachers, the custodial staff, the librarians, the school bus drivers, the cafeteria workers, the paraprofessionals and support staff. Education policy impacts more than just our workplaces, it impacts our communities and the entire next generation of workers.

The State Federation strongly supported the Freedom to Read Act, in order to ensure that our affiliate's librarians not only have the freedom to collectively bargain but are protected from politically motivated smear campaigns. We also fought to oppose several bills that promoted public charter schools at

the expense of Maryland's strong investments in public education through the Blueprint for Maryland Education.

### Passed the General Assembly

✓ **HB 696 / SB 579 - Primary and Secondary Education - Breakfast and Lunch Programs - Universal Expansion Report**

"Requiring the State Department of Education, on or before December 1, 2024, to report to the General Assembly on a cost estimate for providing free breakfast and lunch to all students in public schools in the State."

✓ **HB 1157 / SB 937 - Grow Your Own Educators Grant Program - Established**

"Establishing the Grow Your Own Educators Grant Program to provide grants to local



school systems for employees who pledge to fulfill a certain service obligation as a full-time teacher in the State; requiring the State Department of Education to administer the Program and to take certain actions to develop and implement the Program; establishing the eligibility for certain teacher candidates in the Program and requiring teacher candidates to be paid a certain rate and offered certain benefits under the Program; etc.”

✓ **HB 1426 / SB 1102 - Education - Blueprint for Maryland’s Future - Alterations**

“Authorizing the State Department of Education to award funding for a new Judy Center or Family Support Center for planning and development under a certain circumstance; requiring the State Board to approve certain specifications for teachers and administrators relating to time spent in the classroom and time spent on other teacher activities; requiring a nonclassroom teacher who pursues National Board Certification to receive certain funding from the State under certain circumstances; etc.”

✓ **SB 191 - Prince George’s County - Property Tax Credit - Public School Employees PG 503-24**

“Authorizing the governing body of Prince George’s County to grant, by law, a property tax credit against the county property tax imposed on dwellings that are owned by certain eligible employees of the Prince George’s County Public School System; providing for the maximum amount of the credit; requiring the Prince George’s County government to submit a certain report concerning the credit to certain persons on or

before a certain date; applying the Act to all taxable years beginning after June 30, 2024; etc.”

## **Failed to Pass the General Assembly**

✗ **HB 537 / SB 528 - Income Tax - Credit for Nonpublic School Student Bus Transportation Expenses**

“Providing a refundable credit against the State income tax for nonpublic school student bus transportation expenses paid by an individual resident who is the parent or guardian of the student during the taxable year.”

✗ **HB 160 - Elementary and Secondary Schools - Workplace Readiness Week - Establishment**

“Establishing the third week in April as Workplace Readiness Week and requiring county boards of education to establish a specified program of education to be held during Workplace Readiness Week.”

✗ **HB 1061 / SB 892 - School Construction - Public Charter School Facility Fund - Establishment**

“Establishing the Public Charter School Facility Fund to provide funding on an annual basis to public charter schools in the State for eligible expenses associated with school facilities; exempting the Fund from a requirement that interest earnings on State money accrue to the General Fund of the State; requiring the Interagency Commission on School Construction to administer the Fund; and requiring the Fund to be used only to acquire, plan, develop, finance, construct, lease, improve, repair, and maintain public charter school facilities.”

# WORKERS

## Public Sector

# WORKERS

Maryland's public workforce has been hollowed out by years of underinvestment and staffing shortages. Vacancies in some state agencies have reached crisis levels, where new hires leave soon after joining the agency because of unrealistic workload expectations. The State Federation works closely with our public sector affiliates to promote legislation that expands public sector worker rights, tackles the staffing shortage, and promotes retention.

### Passed the General Assembly

#### ✓ **HB 629 / SB 490 - State Retirement and Pension System - Consumer Price Index - Definition**

Updating the definition of "Consumer Price Index" to replace the 1967 index with the 1982-1984 index as the reference used by the State Retirement and Pension System for certain calculations.

#### ✓ **HB 52 / SB 109 - State Employees - Parental Bereavement Leave**

"Providing that certain State employees are entitled to use up to 10 days of parental bereavement leave with pay within 60 days after the death of the employee's child; providing that certain State employees are entitled to use up to 60 days of parental bereavement leave within 60 days after the employee experiences a stillbirth or the death of the employee's infant; and prohibiting certain State entities from requiring State employees entitled to parental bereavement leave under the Act to use any other paid leave available to the employee."

#### ✓ **HB 144 / SB 232 - Public Employee Relations Act - Alterations**

"Altering certain provisions of the Public Employee Relations Act, including adding the definition of interested employee



organization, altering the timing of exclusive representative access to new employees, clarifying the responsibilities of certain deputy directors, and clarifying the process for certain investigations of unfair labor practices.”

✓ **HB 297 / SB 134 - Office of the Correctional Ombudsman - Establishment and Funding**

“Establishing the Office of the Correctional Ombudsman; authorizing the Justice Reinvestment Oversight Board to make a recommendation for the distribution of money from the Performance Incentive Grant Fund to the Office; requiring the Office to conduct investigations, reviews, and assessments of administrative acts taken by the Department of Public Safety and Correctional Services, by the Department of Juvenile Services, or in relation to individuals confined by either Department; providing for the confidentiality of certain communications; etc.”

✓ **HB 1013 - State Employees - Paid Sick Leave - Certificate of Illness or Disability Signed by a Licensed Clinical Professional Counselor**

Authorizing a licensed clinical professional counselor to sign a certificate of illness or disability when a State employee uses sick leave for 5 or more consecutive workdays.

## **Failed to Pass the General Assembly**

✗ **SB 322 - Maryland Teachers and State Employees Supplemental Retirement Plans - Automatic Enrollment**

“Requiring the State Board of Trustees of the Maryland Teachers and State Employees Supplemental Retirement Plans

to implement an automatic enrollment arrangement for State employees who are hired on or after January 1, 2025; and requiring an eligible employer to deduct wages of an employee for contribution to a supplemental retirement plan in accordance with an automatic enrollment arrangement, unless the employee has elected to withdraw from or cease to contribute to the supplemental retirement plan.”

✗ **HB 517 - State Personnel - Whistleblower Law - Procedures and Remedies (First Amendment and Public Employee Protection Act)**

Altering the prohibition on reprisal against certain employees for certain disclosures and actions under the Maryland Whistleblower Law in the Executive Branch of State government; requiring the Office of the Attorney General to investigate unresolved complaints within a certain time period; and authorizing the award of certain monetary damages and reasonable attorney’s fees and costs in prevailing cases.

✗ **HB 559 / SB 569 - State Employees - Four-Day Workweek - Implementation**

“Requiring, on or before October 1, 2025, the Department of Budget and Management to identify units of State government or functions of State government for which a transition to a 4-day workweek is feasible for 60% of State employees; requiring the Department to implement a 4-day workweek for certain State employees by October 1, 2027; and prohibiting State employees who transition to a 4-day workweek from, as a direct result of the transition, having work hours reduced to less than 36 hours per week or having a reduction in pay or benefits.”

# WORKER

## Wage & Worker PROTECTIONS

Unions protect workers from wage theft, unsafe working conditions, discrimination, exploitation, retaliation, in addition to securing a voice about the work

### Passed the General Assembly

✓ **HB 385 / SB 38 - Wage Payment and Collection - Pay Stubs and Pay Statements - Required Information**

“Requiring that a notice containing certain information provided to an employee at the time of hiring be written; requiring that the statement regarding earnings required to be provided to employees by employers be written on the physical pay stub or online pay statement and include certain information; requiring the Commissioner of Labor and Industry to create and make available to an employer at no charge a pay stub template that may be used by an employer to comply with the Act; and establishing a certain administrative penalty.”

✓ **HB 465 / SB 436 - Workplace Fraud and Prevailing Wage - Violations - Civil Penalty and Referrals**

“Increasing, from \$5,000 to \$10,000, the maximum civil penalty for the knowing failure of an employer to properly classify an individual as an employee; and requiring the Commissioner of Labor and Industry, on a showing by clear and convincing evidence that a violation has occurred, to refer to the Comptroller, certain State’s Attorneys, the U.S. Department of Justice, the U.S. Department

of Labor, and the U.S. Department of the Treasury complaints that allege a violation of certain tax laws.”

✓ **HB 508 / SB 550 - Children - Labor Trafficking**

“Altering the definition of “abuse” to include labor trafficking of a child by any individual for purposes of provisions of law governing children in need of assistance cases and child abuse and neglect reporting; expanding provisions of law relating to the Safe Harbor Regional Navigator Grant Program to apply to child victims of labor trafficking; and requiring the Department of Human Services to include labor trafficking in its annual report on child sex trafficking to the Governor and the General Assembly.”

✓ **HB 136 / SB 233 - Employment Standards, Prevailing Wage, and Living Wage - Employer Adverse Actions and Enforcement**

“Prohibiting employers from taking or threatening to take adverse action against an employee because the employee takes certain actions regarding rights and responsibilities, complaints, investigations, proceedings, or hearings; authorizing the Commissioner of Labor and Industry, within 90 days after receipt of a written complaint, to investigate a violation and attempt to resolve the issue informally through mediation; etc.”

✓ **HB 244 - Maryland Occupational Safety and Health Act - Civil Penalties - Alterations**

“Altering certain civil penalties for violations of the Maryland Occupational Safety and Health Act; and requiring the Commissioner of Labor and Industry to annually increase the maximum and minimum civil penalties, beginning in 2025, by the percentage increase, if any, in the Consumer Price Index for All Urban Consumers or a successor index published by the federal Bureau of Labor Statistics.”

✓ **HB 649 / SB 525 - Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency**

“Altering the requirement that an employer disclose certain wage information to an applicant for employment; requiring an employer to disclose certain wage information in certain postings and to certain employees at certain times; requiring an employer to set the wage range disclosed in good faith; requiring the Commissioner of Labor and Industry to develop and make available to employers a form that an employer may use to comply with certain wage disclosure requirements; prohibiting certain retaliatory action by an employer; etc.”

✓ **HB 702 / SB 466 - Wage and Hour Law - Minor League Baseball Players - Exemption**

Exempting minor league baseball players who are compensated under the terms of a collective bargaining agreement that expressly provides for the wages and working conditions of employees from the Maryland Wage and Hour Law.

✓ **HB 694 / SB 482 - Governor’s Office for Children - Engaging Neighborhoods, Organizations, Unions, Governments, and Households (ENOUGH) Grant Program (ENOUGH Act of 2024)**

“Establishing the Governor’s Office for Children and the Special Secretary of the Governor’s Office for Children as the head of the Office; requiring the Special Secretary to establish the ENOUGH grant program, subject to certain requirements; requiring the Office to assign certain staff for a certain purpose; establishing certain reporting and evaluation requirements; establishing the ENOUGH Grant Fund as a special, nonlapsing fund; requiring the Governor to appropriate \$15,000,000 to the fund for fiscal year 2026; etc.”

✓ **HB 897 / SB 896 - Baltimore Convention and Tourism Redevelopment and Operating Authority Task Force**

“Establishing the Baltimore Convention and Tourism Redevelopment and Operating Authority Task Force to study and make recommendations concerning the membership, purpose, and function of an entity or strategy to govern the renovation, revitalization, financing, and ongoing maintenance and management of the Baltimore Convention site and certain surrounding areas; and requiring the Task Force to report its findings and recommendations to the Mayor of Baltimore City, the Governor, and the General Assembly on or before December 1, 2024.”

## Failed to Pass the General Assembly

### ✘ **HB 467 - Food Service Facilities and Tipped Workers - Service Fees and Tip Credits (One Fair Wage Act of 2024)**

“Establishing consumer protections related to service fees charged by restaurants; specifying a certain tip credit amount that is in effect for certain time periods; and prohibiting employers of tipped employees, beginning January 1, 2027, from including a tip credit amount as part of the employees’ wages.”

### ✘ **HB 175 / SB 54 - Occupational Licensing and Certification - Criminal History - Predetermination Review Process**

“Establishing a predetermination review process for occupational licenses and certificates in certain departments of State government; authorizing a department to charge a criminal history review fee of not more than \$100 or to waive the fee under certain circumstances; etc.”

### ✘ **HB 802 - Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Protecting Workers From Captive Audience Meetings Act)**

“Prohibiting employers from taking certain actions against an employee or applicant for employment because the employee or applicant declines to attend or participate in employer-sponsored meetings during which the employer communicates the opinion of the employer regarding religious matters or political matters.”

### ✘ **HJ 1 / SJ 1 - Affirming the Federal Equal Rights Amendment**

“Urging the Administration of President Joseph R. Biden to publish, without delay, the federal Equal Rights Amendment as the 28th Amendment to the U.S. Constitution and for the U.S. Congress to pass a joint resolution affirming the Equal Rights Amendment as the 28th Amendment.”





The State Fed worked with our health care unions and coalitions to support bills that increased wages and benefits for direct care workers and stopped wage theft through misclassifying workers as independent contractors.

We also supported non compete and conflict of interest clauses that plagued the health care and other industries.

**Passed the General Assembly**

- ✓ **HB 39 / SB 197 - Residential Service Agencies - Reimbursement - Personal Assistance Services (Homecare Worker**

**Rights Act of 2024)**

“Authorizing the Maryland Department of Health to reimburse a residential service agency for personal assistance services only if the personal assistance services are provided by an individual classified as an employee.”

- ✓ **HB 189 / SB 371 - Maryland Medical Assistance Program - Personal Care Aides - Wage Reports**

“Requiring residential service agencies to submit certain reports to the Maryland Department of Labor regarding wage rates for personal care aides on or before September 1 each year, beginning in 2025;

and requiring the Maryland Department of Health to report to certain committees of the General Assembly by the 180th day after the release of the final federal Ensuring Access to Medicaid Services rule on an overview of the final rule and plans or steps that the Department will take to operationalize the rule.”

✓ **SB 202 - Department of Aging - Caregiver Expense Grant Program - Established**

“Establishing the Caregiver Expense Grant Program in the Department of Aging to award grants up to certain caregivers for up to 30% of the qualified expenses that exceed \$2,000 paid or incurred by the caregiver to provide care or support to certain qualified family members; and authorizing the Governor to include in the annual budget bill an appropriation of up to \$5,000,000 to the Program.”

✓ **HB 1388 - Labor and Employment - Noncompete and Conflict of Interest Clauses for Veterinary and Health Care Professionals and Study of the Health Care Market**

“Applying to certain veterinary and health care professionals certain provisions of law stating that certain noncompete and conflict of interest provisions in certain employment contracts are null and void as being against the public policy of the State.”

## Failed to Pass the General Assembly

✘ **HB 1194 / SB 1020 - Hospitals - Patient’s Bill of Rights Training and Clinical Staffing Committees and Plans (Safe Staffing Act of 2024)**

“Requiring certain hospitals licensed in the State to establish a clinical staffing committee by January 1, 2025; requiring each clinical staffing committee to develop a clinical staffing plan by July 1, 2025; requiring that an administrator of a hospital, under certain circumstances, provide certain training regarding the patient’s bill of rights either through training provided by staff members or by contracting with a third party.”

✘ **HB 462 / SB 328 - Funding for Wages and Benefits for Nursing Home Workers (Nursing Home Staffing Crisis Funding Act of 2024)**

“Requiring that the Governor’s proposed budget for each of fiscal years 2026, 2027, and 2028, include an 8% reimbursement rate increase for providers of certain health care services under the Maryland Medical Assistance Program, the Maryland Children’s Health Program, and the Community First Choice program; requiring nursing homes to submit by September 1 each year, beginning in 2026, a certain cost report to the Maryland Department of Health; etc.”

# Artificial INTELLIGENCE

The AFL-CIO, AI and Labor, workers are at the epicenter of the greatest technological transformation of the modern era, our rights and economic security are at stake. Workers need the collective power of unions.

The General Assembly's 2024 session was its first real foray into regulating artificial intelligence usage, regulation and protections.



In the 2024 legislative session, at least 40 states, Puerto Rico, the Virgin Islands and Washington, D.C., introduced AI bills, and six states, Puerto Rico and the Virgin Islands adopted resolutions or enacted legislation.”

— The National Conference on State Legislatures

In the Fall, the AFL-CIO unveiled its first demands around AI, stating that all AI policy must include components that recognize:

1. Worker Rights: Reaffirms workers' safety and fundamental rights, including the right to organize.
2. Worker Voice: Insists workers need a seat at the table in AI development and new industries created by AI.
3. Worker Training: Underscores the need for accessible and comprehensive workforce training so workers can fully participate in and benefit from our changing economy.

The AFL-CIO formed a partnership with Microsoft to collaborate on developing pro-worker AI policy. The White House also issued multiple executive orders intending to guide the development of the new technology while avoiding its potential negative impacts.

The State Federation opposed HB 1255 / SB 957, which sought to ban AI use in hiring in cases where there was a high likelihood for discrimination or bias, in strong support. We also strongly supported HB 1447, which was based on model legislation supported by transportation unions that sought to ban fully autonomous vehicles for commercial uses from using highways unless they had a capable driver. Based on the amount of legislative interest in AI issues, but lack of bills that were actually passed, it seems likely that many of these bills may return in future years.

## Passed the General Assembly

### ✓ **HB 1271 / SB 818 - Information Technology - Artificial Intelligence - Policies and Procedures (Artificial Intelligence Governance Act of 2024)**

“Requiring each unit of State government to conduct certain inventories and a certain assessment; prohibiting the Department of Information Technology from making certain information publicly available under certain circumstances; prohibiting a unit of State government from deploying or using a system that employs artificial intelligence under certain circumstances; establishing the Governor’s Artificial Intelligence Subcabinet of the Governor’s Executive Council; requiring the Subcabinet to develop a certain roadmap; etc.”

## Failed to Pass the General Assembly

### ✗ **HB 1255 / SB 957 - Labor and Employment - Automated Employment Decision Tools - Prohibition**

“Prohibiting, subject to a certain exception, an employer from using an automated employment decision tool to make certain employment decisions; and requiring an employer, under certain circumstances, to notify an applicant for employment of the employer’s use of an automated employment decision tool within 30 days after the use; and providing certain penalties per violation for an employer that violates the notification requirement of the Act.”

### ✗ **HB 1447 - Motor Vehicles - Autonomous Vehicles - Standards, Requirements, and Prohibited Acts**

“Authorizing a person to operate a fully autonomous vehicle on a highway under certain circumstances, subject to certain standards, requirements, and prohibitions.”

### ✗ **HB 1174 / SB 955 - State Government - Technology Advisory Commission - Established**

“Establishing the Technology Advisory Commission to study and make recommendations on technology and science developments and use in the State; and requiring the Commission to submit a report on its activities and recommendations to the Governor and the General Assembly by December 31 each year.”

### ✗ **SB 1087 - Maryland Artificial Intelligence Advisory and Oversight Commission**

“Establishing the Maryland Artificial Intelligence Advisory and Oversight Commission to guide the State in growing, developing, using, and diversifying artificial intelligence in the State; and requiring the Commission to report its findings and recommendations to the Governor and the General Assembly on or before December 1, 2024, and each year thereafter.”

# BUILDING TRADES

## Building Trades &

# CONSTRUCTION

Our affiliates represent tens of thousands of skilled trades workers that help build and maintain our state. The State Federation works closely with the BDCBTC and WMBTC, along with our affiliate unions, to fight legislation that would undermine prevailing wage laws, water down registered apprenticeships, and expand work opportunities for union contractors. Collectively we fought hard this session to expand and strengthen mandatory referrals for workplace fraud, misclassification, and wage theft (bill details listed under General Worker Protections section). Additionally Boilermakers gained labor representation on the State Boiler Board.

### Passed the General Assembly

✓ **HB 211 / SB 648 - Business Regulation - Contractors, Subcontractors, and Brokers - Prohibited Conduct**

“Prohibiting a person from serving or acting as a contractor, a subcontractor, or a broker between a contractor and subcontractor during the 5-year period immediately following the date the person was convicted of an offense constituting criminal malfeasance, misfeasance, or nonfeasance under any federal or State law.”

✓ **SB 298 - State Board of Electricians - Licensing - Penalties**

“Authorizing the State Board of Electricians to impose a civil penalty of up to \$5,000 instead of or in addition to reprimanding a licensee or suspending or revoking a license

for certain violations; requiring the Board to consider certain factors to determine the amount of a penalty imposed under the Act; and requiring by October 1, 2024, the Board to submit to certain committees of the General Assembly a report, covering years 2018 through 2023, on the Board’s practices and processes for the timely resolution of complaints against licensees.”

✓ **SB 307 - Public Safety - Board of Boiler Rules - Membership, Sunset Extension, and Report**

“Altering the membership of the Board of Boiler Rules to include a representative with at least 10 years of experience in constructing, installing, and repairing boilers and pressure vessels; extending the termination date for the Board to July 1, 2029; and requiring the Maryland Department of Labor to submit a certain report to the Joint Audit and Evaluation Committee on or before July 1, 2025.”

### Failed to Pass the General Assembly

✗ **HB 1365 / SB 715 - State and Private Construction Contracts and State Procurement Contracts - Prompt Payment and Interest Requirements**

“Requiring a private construction contract to include a provision requiring the owner to pay the contractor within 45 days after

the receipt of a proper invoice following completion of the work or, if the owner withholds all or part of an amount invoiced, to send a certain notification to the contractor; requiring a contract between a

contractor and a subcontractor on a private or State construction contract to include a provision requiring the contractor to pay the subcontractor within 7 days after receipt of payment; etc.”



# JOB CREATION

## Business Incentives, Taxes, & **JOB CREATION**

The Maryland taxpayer is an investor in businesses throughout the State. Through robust tax credits and exemptions, businesses are supported with our tax dollars, deferring their costs and saddling workers with picking up the tab. As an investor, the State can choose to use our money to invest in companies that promote good jobs or those that compete to drive down wages and benefits. We believe that the best way to ensure workers' taxes are used responsibly

is to require labor standards on all business incentives and allow deductions for worker's routine expenses like union dues. Resolution 15: Prioritizing Transparency and Good Job Creation in Maryland's Tax Abatement was passed unanimously at the 2022 Maryland State & DC AFL-CIO Convention.

Due to the poor revenue projections and tighter budget expectations, bills proposing new tax credits were not as common this year. In fact, this year the Maryland & DC



AFL-CIO supported a bill that passed out of the Senate that called for studying the effectiveness of certain business tax incentives.

Major debates around the budget focused on whether or not the State should raise revenues this year to address its structural deficit. Though the Fair Share for Maryland Act did not pass, its proposal for worldwide combined reporting for corporate income tax was adopted by the House's Budget Reconciliation & Financing Act. It is likely proposals to raise substantial state revenues like Fair Share for Maryland will return next year. Affiliates that rely on state revenues for their member's livelihoods must continue to watch this issue closely during the interim.

Late in the session, following the tragedy on the Francis Scott Key Bridge, there was substantial legislative interest in massive business and worker relief programs for those impacted. We worked closely with bill sponsors, key committee members, and Department leaders to ensure that the final version of the bill contained measures to promote transparency about businesses receiving Maryland's taxpayer money.

## Passed the General Assembly

### ✓ **HB 1526 / SB 1188 - Maryland Protecting Opportunities and Regional Trade (PORT) Act**

"Establishing the Fallen Transportation Workers Scholarship Program and the Fallen Transportation Workers Scholarship Fund to provide tuition assistance to a student who was a dependent or is the surviving spouse of a fallen transportation worker; requiring the Maryland Department of Labor and the Department of Commerce to establish

programs to assist individuals and certain entities impacted by the reduced operations of the Port of Baltimore; authorizing the Secretary of Labor to alter certain unemployment eligibility requirements; etc."

### ✓ **HB 1487 - Maryland Entertainment Council - Alterations**

"Reestablishing the Maryland Entertainment Council to be the Maryland Entertainment Industry Council within the Department of Commerce to assess the State's existing assets, study certain existing State programs, agencies, and offices, and make recommendations on the development of a strategic plan for Maryland's future in the entertainment industry; and requiring the Council to submit an annual report by January 1 each year and a report of certain recommendations to the Governor and the General Assembly by December 1, 2024."

### ✓ **HB 582 / SB 473 - Economic Development - Entrepreneurial Innovation Programs - Establishment (Pava LaPere Legacy of Innovation Act of 2024)**

"Establishing the Pava LaPere Innovation Acceleration Grant Program in the Maryland Technology Development Corporation to provide grants to technology-based start-up companies founded by students from institutions located in the Baltimore-Columbia-Towson Metropolitan Statistical Area; establishing the Baltimore Innovation Initiative Pilot Program within the Maryland Innovation Initiative of the Corporation; requiring certain appropriations for the programs to be included in the annual budget bill in certain fiscal years; etc."

## Failed to Pass the General Assembly

### ✘ **SB 733 - Task Force to Study Transparency in Tax Incentives**

“Establishing the Task Force to Study Transparency in Tax Incentives to study and recommend a uniform process for evaluating tax increment financing, payments in lieu of taxes, the Enterprise Zone property tax credit, and the Brownfields Revitalization Incentive Program; and requiring the Task Force to submit a report of its findings and recommendations on or before July 1, 2025, to the Governor, the General Assembly, and certain local governments.”

### ✘ **HB 1007 / SB 766 - Fair Share for Maryland Act**

“Altering a certain limit on the unified credit used for determining the estate tax for decedents dying on or after a certain date; altering a certain limitation on the amount of the estate tax for decedents dying on or after a certain date; requiring that certain sales of tangible personal property be included in the numerator of the sales factor used for apportioning a corporation’s income to the State under certain circumstances; altering the State income tax rate on Maryland taxable income of certain individuals; etc.”

### ✘ **HB 33 - Economic Development - Entrepreneurial Leave Tax Credit Program**

“Establishing the Entrepreneurial Leave Tax Credit Program in the Department of Commerce to encourage employers to implement leave policies that provide unpaid leave for employees for the purpose of establishing or expanding an employee business in the State; requiring

the Department to conduct research on the benefits of entrepreneurship, the creation of leave policies, and the utilization of entrepreneurial leave by employees; and allowing a credit against the State income tax for certain employers.”

### ✘ **HB 106 / SB 265 - Human Services - Public Assistance to Entrepreneurship (PA2E) Program - Establishment**

“Establishing the Public Assistance to Entrepreneurship (PA2E) Program in the Department of Human Services to train participants on how to establish and run a small business; requiring the Department to establish eligibility criteria and a process for enrolling eligible individuals; and authorizing the Department to provide up to \$10,000 in business start-up funding to each participant who successfully completes the PA2E Program and develops a viable business plan.”



# PROTECTIONS

Workers deserve every part of their paychecks. When possible, our laws must protect workers not only at their workplaces but as consumers too. Scams, predatory business practices, and deceptive fees that rob workers of their hard earned wages have no place in Maryland.

This session, multiple high profile bills were introduced in the Maryland General Assembly to regulate unfair and deceptive business practices that target consumers. In response to the high profile coverage of multiple Ticketmaster price gouging concert stories, HB 701 was proposed and passed. HB 567 sought to address the online data privacy of Marylanders. The Maryland State & DC AFL-CIO worked hard to support the Maryland Department of Labor's two bills around consumer lending and predatory loans. We strongly supported the original drafted version of HB 246, which required earned wage access lenders to register with the state and follow the state's consumer lending protection laws. Unfortunately, late in the session the bill was nearly amended to undermine its consumer protections provisions and labor fought to prevent it from passing.

## Passed the General Assembly

### ✓ **HB 701 / SB 539 - Commercial Law – Consumer Protection – Sale and Resale of Tickets**

“Requiring the listing for a ticket and each step of a transaction to purchase a ticket to disclose certain information, including the total price of the ticket; repealing the exceptions to the prohibition against a reseller

selling or offering to sell speculative tickets; prohibiting a secondary ticket exchange from providing a marketplace for the resale of a ticket that violates the Act; and requiring a ticket issuer, secondary ticket exchange, or reseller to provide a refund under certain conditions.”

### ✓ **HB 267 / SB 1 - Electricity and Gas - Retail Supply - Regulation and Consumer Protection**

“Altering a certain charge that may be assessed to a public service company; providing for the recovery of certain costs through rates; establishing an energy salesperson license for certain persons that offer or sell electricity or gas supply agreements to customers in the State; establishing an energy vendor license for certain persons that provide energy sales services in the State; prohibiting a certain electricity supplier from marketing electricity as green power unless certain conditions are met; applying the Act prospectively; etc.”

### ✓ **HB 328 - Hospitals - Financial Assistance Policies - Revisions**

“Altering the required contents of a hospital's financial assistance policy by removing the requirement that the provision of reduced-cost medically necessary care and payment plans be in accordance with the mission and service area of the hospital; and authorizing hospitals to consider only household monetary assets in excess of \$100,000 when determining eligibility for free and reduced-cost care under the hospital's

financial assistance policy; and requiring that certain retirement assets be excluded from consideration.”

✓ **HB 567 / SB 541 - Maryland Online Data Privacy Act of 2024**

“Establishing generally the manner in which a controller or a processor may process a consumer’s personal data; authorizing a consumer to exercise certain rights in regards to the consumer’s personal data; requiring a controller of personal data to establish a method for a consumer to exercise certain rights in regards to the consumer’s personal data; making a violation of the Act an unfair, abusive, or deceptive trade practice that is subject to enforcement and penalties under the Maryland Consumer Protection Act; etc.”

## **Failed to Pass the General Assembly**

✗ **HB 419 - Consumer Protection - Automatic Tip Prompt Screen - Requirements**

“Requiring certain businesses that use a point-of-sale system that automatically prompts a customer to leave a tip to disclose to whom the tip will be allocated and display a tip amount that is set at zero by default; and establishing that a violation of the Act is an unfair, abusive, or deceptive trade practice.”

✗ **HB 246 - Commercial Law - Credit Regulation - Earned Wage Access and Credit Modernization**

“Subjecting certain earned wage access products to the Maryland Consumer Loan Law and other provisions that regulate entities that provide consumer credit, revolving credit, and closed end credit; restricting the acceptance of tips by certain lenders under certain circumstances; providing for the licensing or registration of certain entities offering earned

wage access products with certain exemptions; limiting the costs and fees associated with obtaining an earned wage access product; etc.”

✗ **HB 254 - Commercial Law - Credit Regulation - Predatory Loan Prevention (True Lender Act)**

“Prohibiting a person from engaging in certain activities to evade certain requirements relating to lending or the extension of credit; establishing that a person is a lender subject to certain statutory requirements under certain circumstances; etc.”



We support HB 246 because workers deserve protection from lenders that fail to register or abide by Maryland’s lending laws. HB 246 ends the unfair and opaque tipping practices used by some earned wage access products.

— President Edwards Written testimony in support of HB 246

## Elections &

# DEMOCRACY

The Maryland State & DC AFL-CIO prioritized expanding the state’s “motor voter” registration laws, pushing for Upgraded Automatic Voter Registration, and a series of protections known as the Maryland Voting Rights Act. Neither measure passed out of a chamber.

### Passed the General Assembly

✓ **HB 14 / SB 271 - Election Law - Revisions**

“Altering the information that clerks of the circuit court for each county and administrative clerks for each District Court are required to report to the State Administrator of Elections to include the names of individuals convicted of a felony and sentenced to imprisonment with commitment papers; requiring a certain public official to make a certain building available to a local board of elections for early voting in accordance with a certain provision of law; requiring each local board to establish a certain appeals process; etc.”

✓ **HB 333 - Election Law - Election Disinformation and Improper Influence Related to Voting**

“Requiring the State Board of Elections to maintain a portal on the State Board’s website that the public may use to report election misinformation and election disinformation; requiring the State Board to conduct a periodic review of material submitted by the public through the portal

and, to the extent necessary, issue corrective information or refer submissions to the State Prosecutor; and defining “influence” for purposes of certain provisions of law prohibiting improper influence related to voting.”

✓ **HB 459 / SB 417 - Election Administration - State Administrator, Local Boards, and Election Directors**

“Requiring the State Board of Elections to evaluate the performance of the State Administrator of Elections; requiring the State Administrator to provide a performance evaluation of the election director of each local board of elections to the local board; requiring each local board to confer with the State Administrator in appointing an election director, maintain a warehouse, and provide for early voting center expenses; requiring, rather than authorizing, election directors to take certain actions; etc.”

✓ **HB 585 / SB 480 - Protecting Election Officials Act of 2024**

“Prohibiting a person from knowingly and willfully making a threat to harm an election official or an immediate family member of an election official because of the election official’s role in administering the election process; and establishing that a person who violates the Act is guilty of a misdemeanor and on conviction is subject to imprisonment not exceeding 3 years or a fine not exceeding \$2,500 or both.”

✓ **HB 434 / SB 1143 - Persons Providing Lobbyist Compensation – Statement of Political Contributions – Exemption for Nonprofits**

“Exempting nonprofit organizations qualified under § 501(c)(3) of the Internal Revenue Code from the requirement for a person providing lobbyist compensation to file a statement of political contributions with the State Board of Elections.”

## **Failed to Pass the General Assembly**

✗ **HB 128 - Crimes - Interfering With a Legislative Proceeding**

“Prohibiting a person from intentionally threatening to physically harm a witness or retaliating against a witness or intentionally soliciting another to threaten a witness or retaliate against a witness to affect testimony before a legislative body in a legislative proceeding; and providing certain penalties.”

✗ **HB 132 - Sports Wagering Campaign Contributions Parity Act of 2024**

“Repealing the prohibition on applicants for and holders of video lottery operation licenses and persons who own an interest in video lottery facility operations in the State from directly or indirectly making contributions to the campaign finance entity of a candidate for any nonfederal public office in the State or any other campaign finance entity organized in support of a candidate for any nonfederal public office in the State.”

✗ **HB 192 - Elections - In-Person Voting - Proof of Identity**

“Requiring an election judge to establish a voter’s identity by requiring the voter to present a valid government-issued photo identification or a valid nongovernment-issued photo identification, and a current bill, statement, or check that states the voter’s name and address as proof of identity; requiring a voter to vote a provisional ballot if the voter is unable to provide certain proof of identity; and prohibiting a person from knowingly and willfully voting or attempting to vote under a false form of identification.”

✗ **HB 347 / SB 140 - General Assembly Vacancy - Political Party Central Committees - Procedures**

“Establishing requirements for the filling of a vacancy in the office of Senator or Delegate in the General Assembly by a central committee of a political party under the Maryland Constitution relating to applications, public notice, public meetings, and voting; and requiring a member of the central committee who has applied to fill the vacancy to recuse themselves from voting on the individual to fill the vacancy.

# PRESCRIPTION DRUGS

Healthcare, Insurance &

## PRESCRIPTION DRUGS

Our affiliates play an important role in bargaining for and providing high quality insurance plans for their members. Several affiliates closely followed HB 726 / SB 626. This bill dealt with Pharmacy Benefits Managers (PBMs) and applied the state's consumer protection PBM regulations, not involving plan design, to previously exempted ERISA plans. It did not pass the Senate but passed out of the House unanimously.

### Passed the General Assembly

✓ **HB 938 / SB 712 - State-Owned Nursing Homes – Deficiencies, Citations, and Fines – Reporting Requirements**

“Requiring the department charged with oversight of a State-owned nursing home operated by a contractor, instead of the contractor, to provide notice of certain deficiencies and enforcement actions to the Governor and certain members of the General Assembly; requiring the department charged with oversight, rather than the contractor, to provide certain information to certain persons within 30 days after the contractor's final acceptance of a plan of correction or completion of an informal dispute resolution; etc.”

✓ **HB 30 / SB 217 - Health Insurance – Conformity With Federal Law**

“Conforming provisions of State health insurance law with existing federal

requirements, including updating effective dates for federal regulations, clarifying federal consumer protection regulations resulting from changes to the federal No Surprises Act, altering the material errors that trigger special enrollment periods, and authorizing the Maryland Health Benefits Exchange to adopt an expanded open enrollment period under certain circumstances.”

✓ **HB 68 / SB 76 - Continuing Care Retirement Communities - Transparency, Grievances, and Unit Reoccupancy**

“Requiring a provider to post the provider's most recent disclosure statement on the provider's website; increasing from yearly to quarterly the number of times a provider is required to hold a meeting open to all the provider's subscribers; requiring at the last quarterly meeting of the year an officer of the provider to give an aggregated, deidentified summary of internal grievances; requiring a provider to submit a written report to a subscriber or a beneficiary if the subscriber's unit has not been reoccupied within 9 months; etc.”

✓ **HB 728 / SB 705 - Health Insurance - Qualified Resident Enrollment Program (Access to Care Act)**

“Requiring the Maryland Health Benefit Exchange to establish and implement the Qualified Resident Enrollment Program

to facilitate the enrollment of qualified residents in qualified plans; providing that the operation and administration of the Program may include functions delegated by the Exchange to a third party; and providing that the implementation of the Program is contingent on approval of a certain waiver application amendment.”

✓ **HB 1149 / SB 1103 - Hospitals and Related Institutions – Outpatient Facility Fees**

“Altering the required contents of the written notice regarding outpatient facility fees; and requiring the Maryland Health Services Cost Review Commission, in consultation with certain entities, to study and make recommendations regarding hospital outpatient facility fees.”

## **Failed to Pass the General Assembly**

✗ **HB 340 / SB 388 - Prescription Drug Affordability Board - Authority for Upper Payment Limits and Funding (The Lowering Prescription Drug Costs For All Marylanders Now Act)**

“Requiring the Governor in fiscal year 2025 and each fiscal year thereafter to include in the annual budget bill an appropriation of at least \$1,000,000 for the Prescription Drug Affordability Fund which provides funding for the Board; and requiring the Board, under certain circumstances, to establish a process for setting upper payment limits for all purchases and payor reimbursements of prescription drug products in the State that the Board determines have led or will lead to affordability challenges.”

✗ **HB 726 / SB 626 - Pharmacy Benefits Managers - Definition of Purchaser and Alteration of Application of Law**

“Altering the definition of “purchaser” for the purpose of certain provisions of State insurance law governing pharmacy benefits managers to exclude certain nonprofit health maintenance organizations; and repealing certain provisions that restrict applicability of certain provisions of law to pharmacy benefits managers that provide pharmacy benefits management services on behalf of a carrier.”

✗ **HB 349 / SB 631 - Department of Aging - Long-Term Care Insurance - Study**

“Requiring the Department of Aging to contract with an independent consultant to complete an insurance study on public and private options for leveraging resources to help individuals prepare for long-term care services and support needs; and requiring the Department to submit an interim report by December 31, 2024, summarizing the progress of the study and a final report by December 31, 2025, to the Governor and General Assembly on the results of the study.”

# HOUSING

As part of the Governor’s “Make Maryland More Affordable” policy priority, the administration rolled out multiple bills aimed at relieving the housing crisis. While few of the bills have a direct labor component, other than HB 7’s requirement that DHCD prioritize prevailing wage projects, many of our members have been impacted by sharply rising housing prices and we will continue to work on expanding affordable housing.

## Passed the General Assembly

### ✓ **HB 7 / SB 203 - Housing Innovation Pilot Program and Housing Innovation Fund - Establishment (Housing Innovation Pilot Program Act of 2024)**

“Establishing the Housing Innovation Fund to provide loans for local housing authorities and county governments to develop mixed-income, cross-subsidized housing; establishing the Housing Innovation Pilot Program in the Department of Housing and Community Development to assist public housing authorities and county governments in increasing housing production and to reward counties pursuing solutions to the problem of housing scarcity; authorizing the Governor to include an appropriation of \$5,000,000 to the Fund in certain fiscal years; etc.”

### ✓ **HB 13 / SB 199 - Residential Property - Affordable Housing Land Trusts - Authority to Establish Condominium Regimes**

“Authorizing a condominium regime to be established on certain land owned by an affordable housing land trust.”

### ✓ **HB 17 / SB 274 - Charter Counties - Comprehensive Plans - Affirmatively Furthering Fair Housing**

“Altering requirements for the housing element of a charter county’s comprehensive plan to include requirements related to affirmatively furthering fair housing; requiring the housing element of a comprehensive plan that is enacted or amended on or after January 1, 2025, to include an assessment of fair housing to ensure that the county is affirmatively furthering fair housing; etc.”

### ✓ **HB 241 / SB 308 - Housing and Community Development - Just Community Designation**

“Authorizing the Governor, on the recommendation of the Secretary of Housing and Community Development, to designate certain areas as Just Communities based on certain criteria; and providing for the prioritization of State funding for Just Communities to increase racial, economic and health equity in the State.”

### ✓ **HB 599 / SB 483 - Maryland Community Investment Corporation - Establishment (Housing and Community Development Financing Act of 2024)**

“Establishing the Maryland Community Investment Corporation as an independent unit to make investments and financial assistance available in certain low-income communities in the State; expanding the eligible uses of the Strategic Demolition and Smart Growth Impact Fund to include grants and loans for credit enhancement for certain projects; requiring that

members of the investment committee to be geographically representative of the locations of low-income communities in the State; etc.”

✓ **HB 693 / SB 481 - Renters’ Rights and Stabilization Act of 2024**

“Establishing the Office of Tenant and Landlord Affairs in the Department of Housing and Community Development to provide certain educational resources and information to tenants; requiring the Office to develop and publish a Maryland Tenants’ Bill of Rights; requiring the most recently published version of the Maryland Tenants’ Bill of Rights to be included as part of a residential lease; limiting the maximum security deposit required by a residential lease to 1 month’s rent, except under certain circumstances; etc.”

## Failed to Pass the General Assembly

✗ **HB 3 / SB 356 - Land Use - Expedited Development Review Processes for Affordable Housing - Requirements**

“Requiring local jurisdictions to establish and implement an expedited development review process for certain proposed affordable housing developments; applying the process to a charitable organization seeking to develop affordable housing on its own land and a public housing authority proposing to develop affordable housing on land owned by a charity or a government entity; and establishing a good-faith waiver for local jurisdictions that cannot implement an expedited development review process.”



# PRIVATIZATION

The labor movement has seen countless examples of privatization being used to deprive the public of essential goods and services while allowing contractors the opportunity to profit off of exploiting workers. Privatization should never be considered without a thorough vetting of all options, with workers sitting at the table to provide feedback and real transparency about the data. This position was reconfirmed by our affiliates at our 2022 Maryland State & DC AFL-CIO Convention by Resolution 17: Privatization. The State Federation proposed amendments to each bill to have seats on the work group representing impacted workers appointed by the Maryland State & DC AFL-CIO. Unfortunately, multiple public private partnership bills were advanced in this session but we successfully defeated others.

## Passed the General Assembly

✓ **HB 515 / SB 114 - Workgroup to Study the Fiscal and Operational Viability of Public-Private Partnerships for Calvert County Public Schools**

“Establishing a Workgroup to Study the Fiscal and Operational Viability of Public-Private Partnerships for Calvert County Public Schools; and requiring the Workgroup to report its findings and recommendations to the Board of Calvert County Commissioners, the Calvert County Board of Education, the Interagency Commission on School Construction, and the Calvert County Delegation to the General Assembly on or before December 31, 2024.”

✓ **HB 1450 / SB 1186 - Howard County Task Force to Study Revenue Options for School Capital Needs Ho. Co. 18-24**

“Establishing the Howard County Task Force to Study Revenue Options for School Capital Needs to identify capital needs of Howard County Public Schools and study options for closing any identified funding gaps; requiring the Howard County Council to submit a resolution to the Howard County Delegation to the General Assembly if the county council makes a certain determination; and requiring the Task Force to report its findings and recommendations to the Howard County members of the House of Delegates and the Senate by October 31, 2024.”

✓ **HB 1016 - Frederick County - School Construction Master Plan Workgroup**

“Establishing the Frederick County School Construction Master Plan Workgroup; and requiring the Workgroup to comprehensively evaluate all school facility needs in Frederick County and report its findings and recommendations to certain Frederick County officials, the Interagency Commission on School Construction and the Frederick County House and Senate Delegations by December 31, 2024.”

## Failed to Pass the General Assembly

✗ **HB 1442 / SB 1155 - Workgroup to Study the Fiscal and Operational Viability of Public-Private Partnerships for Howard County Public Schools - Established Ho. Co. 14-24**



Establishing the Workgroup to Study the Fiscal and Operational Viability of Public-Private Partnerships for Howard County Public Schools to study the use of public-private partnerships to reduce or increase the speed of school construction, the potential for public-private partnerships to reduce or improve the quality of school construction, and other possible uses for public-private partnerships; and requiring the Workgroup to report its findings and recommendations by December 1, 2025.

✘ **HB1175 / SB 1043 - Education – Public School Employers and Employees – Subcontracting for Services**

“Prohibiting a public school employer from entering into a certain subcontracting agreement unless certain circumstances occur; specifying the requirements for a public school employer to enter into a

certain subcontracting agreement; providing for the contents of certain subcontracting agreements; requiring that a certain public school employee who is displaced as a result of a subcontracting agreement retain certain status and rights; etc.”

✘ **HB 956 - Public-Private Partnership (P3) Oversight and Accountability Act**

“Establishing the Public-Private Partnership Oversight Review Board to review public-private partnership presolicitation reports and make certain recommendations; requiring a certain reporting agency to include in presolicitation reports for public-private partnerships with a total value that exceeds \$500,000,000 presolicitation reports of certain contracts; requiring a reporting agency to submit a separate presolicitation report for each phase of a project that will develop in phases; etc.”

# SAFETY

Workers deserve to feel safe at work. Many of our affiliates face daily attacks on their members or unsafe working conditions. The State Federation works with affiliates to promote legislation that improves working conditions and holds employers accountable for worker safety. Our jobs should not require our members to sacrifice their health for a paycheck. By strengthening workplace protections and safety legislation, we can penalize employers that would force our members to put themselves in harm's way. These positions were reconfirmed at our 2022 Maryland State & DC AFL-CIO Convention, including Resolution #4: The Trina Cunningham Resolution to Hold Public Employers Accountable for Public Employee Safety.

## Passed the General Assembly

- ✓ **HB 513 / SB 479 - Motor Vehicles - Work Zone Speed Control Systems - Revisions (Maryland Road Worker Protection Act of 2024)**

“Altering the distribution of revenue from civil fines collected through the use of work zone speed control systems; altering the highways on which a work zone speed control system may be used; clarifying that a system operator does not need to be present when a work zone speed control system is in use; altering the maximum penalty for a civil citation issued as a result of an image from a work zone speed control system; requiring the State Highway Administration to make a certain report; etc.”

- ✓ **HB 680 / SB 536 - Environment - Nuclear Power Plants - Emergency Preparedness (Radiation and Emergency Preparedness and Protection Act)**

“Establishing the Radiation Emergency Response Program in the Department of the Environment; requiring the Department to serve as an offsite response organization and the lead State agency for all nuclear incidents within the State; requiring the Department to prepare a technical emergency radiation response plan, respond to emergencies involving a nuclear power plant, participate in a certain federal program, and procure certain specialized equipment; etc.”

## Failed to Pass the General Assembly

- ✗ **HB 502 - Public Safety - Fire Dampers, Smoke Dampers, Combination Fire Smoke Dampers, and Smoke Control Systems**

“Establishing requirements for the installation, inspection, and testing of fire dampers, smoke dampers, combination fire smoke dampers, and smoke control systems; requiring the State Fire Prevention Commission to adopt certain regulations relating to the technical specifications for the installation of and the timing and technical specifications for the inspection and testing of fire dampers, smoke dampers, combination fire smoke dampers, and smoke control systems; etc.”

# TRANSPORTATION

## TRANSPORTATION

The Maryland State and D.C. AFL-CIO strongly supports greater access and reliability for commuters, workers, businesses, and consumers, coupled with a cleaner environment through reduced carbon emissions, all while creating good family-sustaining jobs for thousands more Marylanders. This position was established at our 2022 convention, where Resolution 16: Investment in Transit passed unanimously.

### Passed the General Assembly

✓ **HB 38 - Baltimore City - Motor Vehicle Off-Street Parking Requirements Near Mass Transit Stations**

“Prohibiting the Mayor and City Council of Baltimore City from adopting or enforcing

a local law that requires the creation of new motor vehicle off-street parking for a development that includes residential use and that is located within a 0.25-mile radius of a present or planned MARC, Baltimore MTA Light Rail, Red Line, or Metro station.”

✓ **HB 198 / SB 126 - Transportation - WMATA Operating Assistance - Alteration (Maryland Metro Funding Act of 2024)**

“Repealing, for certain fiscal years, the requirement that the Secretary of Transportation withhold 35% of the State’s share of annual operating grants for the Washington Suburban Transit District if the State’s operating assistance provided in the



approved Washington Metropolitan Area Transit Authority budget increases by more than 3% over the total operating assistance provided in the prior fiscal year.”

✓ **HB 764 / SB 1116 - State Lottery Fund - Bus Rapid Transit Fund Distribution and Prince George’s County Blue Line Corridor Facility Fund - Alterations**

“Repealing a certain limitation on the State Lottery Fund distribution and allocating an amount equal to \$27,000,000 each fiscal year to the Bus Rapid Transit Fund for bus rapid transit system grants; adding an authorized use for the Prince George’s County Blue Line Corridor Facility Fund; requiring the Maryland Stadium Authority, by December 15, 2024, to submit to certain committees of the General Assembly a report on all public and private development activities currently under construction in the Blue Line Corridor; etc.”

✓ **HB 950 / SB 1125 - Maryland Transit Administration - Locally Operated Transit Systems - Mandatory Funding**

“Requiring, beginning in fiscal year 2026, the Governor to include in the annual budget bill an appropriation from the Transportation Trust Fund of \$80,533,314 for the Locally Operated Transit System Grant Program.”

✓ **HB 1023 - Prince George’s County and Montgomery County - The Washington Suburban Transit Commission Reform Act PG/MC 103-24**

“Authorizing the Secretary of Transportation’s designee to attend meetings of the Washington Metropolitan Area Transit Authority Board of Directors on behalf of the Secretary when the Secretary is not available; authorizing the Washington

Suburban Transit Commission to reappoint a certain appointee to be a principal member of the Washington Metropolitan Area Transit Authority Board of Directors; etc.”

✓ **HB 1199 / SB 891 - Transportation - MobilityLink Paratransit Service Improvements - Study**

“Requiring the Maryland Transportation Institute at the University of Maryland to conduct a study to identify methods to improve the Maryland Transit Administration’s ADA MobilityLink paratransit service; requiring the Institute to submit a report on its findings and recommendations to the Governor, the General Assembly, and certain officials by July 1, 2025; and authorizing the Governor in fiscal year 2026 to include in the annual budget bill at least \$150,000 for the study.”

✓ **HB 1507 / SB 70 - Transportation - Major Change in Bus Service - Publication on Website**

“Altering the information that the Maryland Transit Administration is required to publish on its website before holding a public hearing on a major service change to include certain demographic information, a summary of any publicly available minutes, records, or documents related to the service change, and a brief statement explaining the reason for the service change; and requiring the Administration to distribute the report to certain officials and entities, including each member of the General Assembly whose district would be impacted.”

✓ **HB 107 / SB 943 - Vehicle Laws - Bus Obstruction Monitoring Systems (Better Bus Service Act of 2024)**

“Authorizing the use of automated bus obstruction monitoring systems to enforce

violations of certain parking-related prohibitions; making statewide the authority of a local jurisdiction to use, in accordance with certain standards and procedures, bus obstruction monitoring systems to enforce certain prohibited acts related to dedicated areas near the edge of roadways; prohibiting a person from stopping, standing, or parking a vehicle in a bus stop zone or a bike lane; and establishing the Workgroup on Curb Space Management.”

## Failed to Pass the General Assembly

### ✘ **HB 836 / SB 681 - Major Highway Capacity Expansion Projects - Impact Assessments and Mitigation Plans (Transportation and Climate Alignment Act of 2024)**

“Requiring the Department of Transportation, in consultation with the Department of the Environment, to establish a process for performing major highway capacity expansion project impact assessments; requiring the Department and a metropolitan planning organization to perform an impact assessment under certain circumstances; establishing the Workgroup to Study Major Highway Capacity Expansion Projects to make certain recommendations to the General Assembly by December 1, 2024, related to certain impact assessments and mitigation plans; etc.”

### ✘ **HB 95 - Workgroup to Study School Bus Safety (Maryland School Bus Safety Act of 2024)**

“Establishing the Workgroup to Study School Bus Safety; requiring the Workgroup to identify issues related to safety for

and behavior of students and bus drivers on buses driven to or from a primary or secondary school in the State; and requiring the Workgroup to report its findings and recommendations to the governing body of each county and Baltimore City, each county board of education, including Baltimore City, the Governor, and the General Assembly by June 30, 2025.”

### ✘ **HB 104 - Healthy Working Families Act - Railroad Employees - Unpaid Leave**

“Requiring a railroad employer to provide a railroad employee with unpaid earned sick and safe leave under the Healthy Working Families Act.”

### ✘ **HB 170 / SB 79 - State Finance - Prohibited Appropriations - Magnetic Levitation Transportation System**

“Prohibiting the State and certain units and instrumentalities of the State from using any appropriation for a magnetic levitation transportation system in the State; and providing that the prohibition does not apply to certain expenditures for salaries.”

### ✘ **HB 478 / SB 63 - Motor Vehicles - School Vehicle Drivers - Medical Examinations**

“Requiring a school vehicle driver to pass an appropriate medical examination before employment and once during each 2 years of employment.”

## UNEMPLOYMENT INSURANCE

After passing the Family and Medical Leave Insurance Program (FAMLI) in 2022, the General Assembly has now passed its second modification bill. When signed, the FAMLI program will not start collecting contributions until July 1, 2025 and will not start paying out benefits until July 1, 2026.

### Passed the General Assembly

✓ **HB 571 / SB 485 - Family and Medical Leave Insurance Program - Modifications**

“Modifying provisions of law governing application, administration, and enforcement of the Family and Medical Leave Insurance Program, including provisions related to the payment of contributions, the calculation of the average weekly wage, the submission of claims for benefits, the application of the Program to self-employed individuals, the Family and Medical Leave Insurance Fund, the satisfaction of Program requirements through private employer plans or insurance, and the use of contributions or other funding.”

✓ **HB 584 / SB 476 - Workers' Compensation - Occupational Disease Presumptions - First Responders (Caring for Public Employees in the Safety Professions - CAPES Act)**

“Providing that certain firefighters, fire fighting instructors, rescue squad members, advanced life support unit members, and members of the Office of the State Fire Marshal who have thyroid, colon, or ovarian cancer are presumed, under certain circumstances, to have an occupational disease that was suffered in the line of duty and is compensable under workers' compensation law.”

✓ **HB 669 / SB 843 - Workers' Compensation - Benefits - Hearing Loss**

“Altering the frequencies in which industrial noise must be for an employer to be required to provide workers' compensation to a covered employee for hearing loss; altering the method used to determine the percentage of hearing loss deafness for purposes of workers' compensation; and altering the method used to determine the deduction required to be made to allow for the average amount of hearing loss from nonoccupational causes in the population for purposes of calculating workers' compensation benefits for occupational deafness.”

✓ **HB 998 / SB 846 - Maryland Department of Labor – Unemployment Insurance – Study on Actively Seeking Work Requirements**

“Requiring the Maryland Department of Labor, on or before December 1, 2024, to conduct a study on the actively seeking work requirement of the unemployment insurance system in the State and other states to evaluate the effects of ghosting on actively seeking work requirements and report on the study to the General Assembly.”

✓ **HB 197 / SB 234 - Unemployment Insurance - Work Search Requirement - Exemption for Federal Civilian Employees During a Federal Government Shutdown**

“Authorizing the Secretary of Labor to exempt a federal civilian employee who has been furloughed from the requirement to be actively seeking work for unemployment insurance benefits eligibility if, during the furlough, the employee remains able to work, available for work, and work-attached.”

✓ **HB 251 - Unemployment Insurance - Covered Employment - Employees of Governmental Entities or Charitable, Educational, or Religious Organizations**

Specifying that certain limitations on the payment of benefits to employees of governmental entities or charitable, educational, or religious organizations do not apply with respect to service in other covered employment, including covered employment for a for-profit employing unit, even if the service is provided exclusively for a governmental entity or a charitable, educational, religious, or other organization.

✓ **HB 261 / SB 460 - Unemployment Insurance - Benefits - Election Judges**

“Prohibiting a payment to an individual

as compensation received for serving as an election judge for a local board of elections in the State from being included when computing the wages required to be subtracted from an eligible claimant’s weekly benefit amount; and prohibiting an individual from being denied unemployment benefits for failure to meet certain requirements due to service as an election judge in the State.”

✓ **HB 819 / SB 628 - State Finance - Catastrophic Event Account and Federal Government Shutdown Employee Assistance Loan Fund - Noncivilian Federal Employees**

“Altering the purposes of the Catastrophic Event Account and the Federal Government Shutdown Employee Assistance Loan Fund to provide financial assistance to noncivilian federal employees.”

## **Failed to Pass the General Assembly**

✗ **SB 431 - Workers’ Compensation - Occupational Disease Presumption - Long COVID (Home of the Brave Act of 2024)**

“Establishing that governmental essential workers are presumed to have an occupational disease that is compensable under workers’ compensation law after being diagnosed with long COVID under certain circumstances; and applying the Act retroactively.”

✗ **HB 190 / SB 1069 - Workers’ Compensation - Occupational Disease Presumptions - First Responders**



“Providing that a first responder who is diagnosed by a licensed psychologist or psychiatrist with post-traumatic stress disorder is presumed under certain circumstances to have an occupational disease that was suffered in the line of duty and is compensable under workers’ compensation law; and specifying that the presumption does not limit any other right or claim an individual may have under workers’ compensation law.”

✘ **HB 205 / SB 104 - Unemployment Insurance Modernization Act of 2024**

“Repealing and establishing the methodology used to calculate the weekly benefit amount; altering the taxable wage base used to determine employer contributions to the Unemployment Insurance Trust Fund, the dependent

allowance, and the amount of earned wages subtracted from a weekly benefit amount; requiring the Secretary of Labor to set the taxable wage base and the maximum weekly benefit amount in a certain manner beginning in calendar year 2027 and each calendar year thereafter; etc.”

✘ **HB 339 / SB 871 - Unemployment Insurance - Disqualification - Stoppage of Work Caused by Labor Dispute**

“Establishing that the disqualification from receiving unemployment insurance benefits due to a stoppage of work does not apply for any week beginning after the first 14 days of an individual’s unemployment resulting from the stoppage of work that exists because of a labor dispute at the premises where the individual was last employed.”

# LEGISLATIVE SYNOPSIS



2024

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